Index to Volume 12

1 is the Summer 1986 issue

2 is the Autumn 1986 issue

3 is the Winter 1986–87 issue

4 is the Spring 1987 issue

AUTHORS

Adler, James N., and Richard A. Levy, "Preemption of Workers' Compensation Retaliatory Discharge Laws," 4, p. 630.

Appleby, Gavin S., "A Return to the Duty to Maintain a Safe Work Place," 3, p. 528.

Brown, Thomas P. IV, "An Individual Safety Complaint Is Not Concerted Activity," 4, p. 698.

——, "A Realistic Construction of an Employer's Right to Free Speech," 1, p. 140.

——, "Work Relocation Decisions: The Employer's Notification and Bargaining Obligations," 1, p. 306.

Burns, James A., Jr., "Review of the Literature," 1, p. 174; 2, p. 339; 3, p. 535; 4, p. 726.

Carmell, William A., and Patrick Westerkamp, "Arbitration of EEO Claims a Decade after *Gardner-Denver*," 1, p. 80.

Clark, Brian J., "ERISA's Application to Fringe Benefits Other Than Pension Plans," 2, p. 330.

Colvin, Catherine P., "New Perspectives in Parental Leave: The Family and Medical Leave Act of 1987," 4, p. 546.

Connolly, Michael, Daniel Kruger, and Martin Laurent, "OSHA and Collective Bargaining: The Dynamics of Confrontation and Resolution," 4, p. 663.

Coombe, John D., "Employee Handbooks: Asset or Liability?," 1, p. 4.

Denis, Martin K., "Releases: Maintaining Enforceability and Avoiding Litigation," 1, p. 46.

Fatehi-Sedeh, K., and Hossein Safizadeh, "Labor Union Leaders and Codetermination: An Evaluation of Attitudes," 2, p. 188.

Friedman, Clara H., "Arbitrators in Oral History Interviews: Looking Back and Ahead," 3, p. 424.

Goldsmith, Willis J., "OSHA's Hazard Communication Standard: The Early Returns," 2, p. 313.

——, "The Expanding Scope of Employers' Duties under the Hazard Communication Standard and State and Local Right-to-Know Laws," 4, p. 705.

Hartstein, Barry A., "Drug Testing in the Work Place: A Primer for Employers," 4, p. 577.

——, "EEO Issues in the Health-Care Field: A Roundup of Recent Developments," 2, p. 241.

Haworth, Joan G., and Charles T. Haworth, "Employment Decisions: Does Your Analysis of Selections Match the Real Process?," 3, p. 352.

Johnson, Weyman T., "Handicap Discrimination and Workers' Compensation Rights," 1, p. 162.

Kandel, William L., "Religious Accommodation after *Philbrook*: De Minimis Reduced, 4, p. 690.

——, "Rule 56 after *Celotex* and *Liberty Lobby*: The Increased Availability of Summary Judgment," 3, p. 491.

——, "The Limits of *Wygant v. Jackson Board of Education*, 2, p. 289.

——, and Danielle R. Panter, "Jury Trials under State EEO Laws," 1, p. 127.

Kilberg, William J., "AIDS," 1, p. 1.

——, "Goals, Timetables, and Quotas: Divided We Stand," 3, p. 349.

——, "The Tax Reform Act of 1986," 4, p. 543.

——, "Welfare Benefits for Retirees," 2, p. 185.

Lehr, Richard I., and David J. Middlebrooks, "Legal Implications of Employee Assistance Programs," 2, p. 262.

Lieberman, Richard E., "Litigation Strategies in Defending Wrongful Discharge Suits," 4, p. 718.

Loomis, Lloyd, "Employee Assistance Programs: Their Impact on Arbitration and Litigation of Termination Cases," 2, p. 275.
Martin, David C., Kathryn M. Bartol, Marvin J. Levine, "The Legal Ramifications of Performance Appraisal," 3, p. 370.
Melbinger, Michael S., "Narrowing the Protection of Pension Benefits in Bankruptcy Proceedings," 3, p. 397.
——, "Retiree Medical Benefit Plans and the Impact of the Bankruptcy Filing of LTV Corp.," 4, p. 641.
Oglebay, Susan, and Sue Ella Kobak, "Predicting Employer Liability for Sexual Harassment," 3, p. 412.
Peirce, Ellen R., and Richard Blackburn, "The Union Decertification Process: Employer Dos and Dont's," 2, p. 205.
Portaro, Ron M., "Public-Sector Impasse Legislation: Is It Working?," 1, p. 111.
Preer, Robert M., Jr., "A Full and Fair Opportunity: A Perspective on the *Kremer* Decision and Its Progeny," 1, p. 98.
Pulliam, Mark S., "Bankruptcy Status of Employee Compensation and Benefits Claims," 2, p. 221.
Robbins, Michael A., and Naomi Norwood, "State Wrongful Discharge Law: Are Unionized Employees Covered?" From "A Symposium: Wrongful Discharge and the Unionized Employee," 1, p. 19.
Rodriguez, Miguel, "NLRB Showing-of-Interest Practice and Policy in Seasonal Industries," 3, p. 449.
Sand, Robert H., "The Duty to Record Illnesses and Injuries Reemphasized; AIDS and Asbestos Updated," 3, p. 510.
——, "Workers' Compensation, AIDS, and Recent Cases," 1, p. 146.
Shultz, Paul T., and John F. Woyke, "FAS 87: Employers Accounting for Pensions," 1, p. 153.
——, "Recent Developments in Severance Plan Law," 3, p. 518.
——, "The Impact of COBRA on Employers," 2, p. 320.
——, "Unleveraged ESOPs under the Internal Revenue Code of 1986," 4, p. 712.
Taldone, Nicholas J., "Federal Preemption of Wrongful Discharge Claims of Union Employees." From "A Symposium: Wrongful Discharge and the Unionized Employee," 1, p. 33.
Walterscheid, E. C., "When Employees Act Contrary to the Interests of Their Employers: Activities Protected under Title VII," 4, p. 609.
Wong, Glenn M., "Major League Baseball's Grievance Arbitration System: A Comparison with Nonsports Industry," 3, p. 464.

EDITORIALS

"AIDS," William J. Kilberg, 1, p. 1.
"Goals, Timetables, and Quotas: Divided We Stand," William J. Kilberg, 3, p. 349.
"The Tax Reform Act of 1986," William J. Kilberg, 4, p. 543.
"Welfare Benefits for Retirees," William J. Kilberg, 2, p. 185.

EMPLOYEE BENEFITS

"Bankruptcy Status of Employee Compensation and Benefits Claims," Mark S. Pulliam, 2, p. 221.
"Employee Assistance Programs: Their Impact on Arbitration and Litigation of Termination Cases," Lloyd Loomis, 2, p. 275.
"ERISA's Application to Fringe Benefits Other Than Pension Plans," Brian J. Clark, 2, p. 330.
"FAS 87: Employers Accounting for Pensions," Paul T. Shultz and John F. Woyke, 1, p. 153.
"Handicap Discrimination and Workers' Compensation Rights," Weyman T. Johnson, 1, p. 162.
"The Impact of COBRA on Employers: Paul T. Shultz and John F. Woyke," 2, p. 320.
"Legal Implications of Employee Assistance Programs," Richard I. Lehr and David J. Middlebrooks, 2, p. 262.
"Narrowing the Protection of Pension Benefits in Bankruptcy Proceedings," Michael S. Melbinger, 3, p. 397.
"New Perspectives in Parental Leave: The Family and Medical Leave Act of 1987," Catherine P. Colvin, 4, p. 546.
"Recent Developments in Severance Plan Law," Paul T. Shultz and John F. Woyke, 3, p. 518.
"Retiree Medical Benefit Plans and the Impact of the Bankruptcy Filing of LTV Corp.," Michael S. Melbinger, 4, p. 641.
"Unleveraged ESOPs under the Internal Revenue Code of 1986," Paul T. Shultz and John F. Woyke, 4, p. 712.
"Welfare Benefits for Retirees," William J. Kilberg, 2, p. 185.

EMPLOYEE/EMPLOYER RIGHTS

"AIDS," William J. Kilberg, 1, p. 1.
"Drug Testing in the Work Place: A Primer for Employers," Barry A. Hartstein, 4, p. 577.

"The Duty to Record Illnesses and Injuries Reemphasized; AIDS and Asbestos Updated," Robert H. Sand, 3, p. 510.
"Employee Assistance Programs: Their Impact on Arbitration and Litigation of Termination Cases," Lloyd Loomis, 2, p. 262.
"Employee Handbooks: Asset or Liability?," John D. Coombe, 1, p. 4.
"Federal Preemption of Wrongful Discharge Claims of Union Employees." From "A Symposium: Wrongful Discharge and the Unionized Employee," Nicholas J. Taldone, 1, p. 33.
"Handicap Discrimination and Workers' Compensation Rights," Weyman T. Johnson, 1, p. 162.
"An Individual Safety Complaint Is Not Concerted Activity," Thomas P. Brown IV, 4, p. 698.
"The Legal Ramifications of Performance Appraisal," David C. Martin, Kathryn M. Bartol, and Marvin J. Levine, 3, p. 370.
"Litigation Strategies in Defending Wrongful Discharge Suits," Richard E. Lieberman, 4, p. 718.
"New Perspectives in Parental Leave: The Family and Medical Leave Act of 1987," Catherine P. Colvin, 4, p. 546.
"Predicting Employer Liability for Sexual Harassment," Susan Oglebay and Sue Ella Kobak, 3, p. 412.
"A Realistic Construction of an Employer's Right to Free speech," Thomas P. Brown IV, 1, p. 140.
"Releases: Maintaining Enforceability and Avoiding Litigation," Martin K. Denis, 1, p. 46.
"Religious Accommodation after *Philbrook*: De Minimis Reduced, William L. Kandel, 4, p. 690.
"State Wrongful Discharge Laws: Are Unionized Employees Covered?" From "A Symposium: Wrongful Discharge and the Unionized Employee," Michael A. Robbins and Naomi Norwood, 1, p. 19.
"When Employees Act Contrary to the Interests of Their Employers: Activities Protected under Title VII," E. C. Walterscheid, 4, p. 609.
"Work Relocation Decisions: The Employer's Notification and Bargaining Obligations," Thomas P. Brown IV, 1, p. 306.

EQUAL EMPLOYMENT OPPORTUNITY

"Arbitration of EEO Claims a Decade After *Gardner-Denver*," William A. Carmell, 1, p. 80.
"EEO Issues in the Health-Care Field: A Roundup of Recent Developments," Barry A. Hartstein, 2, p. 241.
"Goals, Timetables, and Quotas: Divided We Stand," William J. Kilberg, 3, p. 349.
"Handicap Discrimination and Workers' Compensation Rights," Weyman T. Johnson, 1, p. 162.
"Jury Trials under State EEO Laws," William L. Kandel and Danielle R. Panter, 1, p. 127.
"The Limits of *Wygant v. Jackson Board of Education*, William L. Kandel, 2, p. 289.
"New Perspectives in Parental Leave: The Family and Medical Leave Act of 1987," Catherine P. Colvin, 4, p. 546.
"Religious Accommodation after *Philbrook*: De Minimis Reduced," William L. Kandel, 4, p. 690.
"Rule 56 after *Celotex* and *Liberty Lobby*: The Increased Availability of Summary Judgment," William L. Kandel, 3, p. 491.

Literature Reviewed

"Age Discrimination and the Modern Reduction in Force," Comment (*Marq. L. Rev.*), 4, p. 726.
"Application of the Adverse Impact Analysis to Subjective Criteria in Title VII Employment Discrimination Cases," Comment (*Baylor L. Rev.*), 4, p. 731.
"Bottom Line Limitation to the Rule of *Griggs v. Duke Power Company*, The," Note (*U. Mich. J. L. Ref.*), 2, p. 343.
"Choosing a Standard for Constructive Discharge in Title VII Litigation," Note (*Corn. L. Rev.*), 3, p. 539.
"Heaven Can Wait: Judicial Interpretation of Title VII's Religious Accommodation Requirement Since *Trans World Airlines v. Hardison*," Note (*Fordham L. Rev.*), 1, p. 179.

LABOR-MANAGEMENT RELATIONS

"Arbitrators in Oral History Interviews: Looking Back and Ahead," Clara H. Friedman, 3, p. 424.
"Labor Union Leaders and Codetermination: An Evaluation of Attitudes," K. Fatehi-Sedeh and Hossein Safizadeh, 2, p. 188.
"Major League Baseball's Grievance Arbitration System: A Comparison with Nonsports Industry," Glenn M. Wong, 3, p. 464.

"OSHA and Collective Bargaining: The Dynamics of Confrontation and Resolution," Michael Connolly, Daniel Kruger, and Martin Laurent, 4, p. 663.
"The Union Decertification Process: Employer Dos and Dont's," Ellen R. Peirce, 2, p. 205.

Literature Reviewed
"Employee Handbooks and Employment-at-Will Contracts," Note (*Duke L. J.*), 2, p. 339.
"Extending *Weingarten* Rights to Nonunion Employees," Note (*Colum. L. Rev.*), 3, p. 535.
"Participatory Management Under Sections 2(5) and 8(a)92) of the National Labor Relations Act," Note (83 *Mich. L. Rev.*), 1, p. 174.

NLRB
"Employers Win the Right to Hire Temporary Workers after a Lockout," David P. Brenskelle, 3, p. 505.
"An Individual Safety Complaint Is Not Concerted Activity," Thomas P. Brown IV, 4, p. 698.
"NLRB Showing-of-Interest Practice and Policy in Seasonal Industries," Miguel Rodriquez, 3, p. 449.
"A Realistic Construction of an Employer's Right to free Speech," Thomas P. Brown IV, 1, p. 140.
"The Union Decertification Process: Employer Dos and Dont's," Ellen R. Peirce and Richard Blackburn, 2, p. 205.
"Work Relocation Decisions: The Employer's Notification and Bargaining Obligations," Thomas P. Brown IV, 2, p. 306.

OSHA
"The Duty to Record Illnesses and Injuries Reemphasized; AIDS and Asbestos Updated," Robert H. Sand, 3, p. 510.
"The Expanding Scope of Employers' Duties under the Hazard Communication Standard and State and Local Right-to-Know Laws," Willis J. Goldsmith, 4, p. 705.
"OSHA and Collective Bargaining: The Dynamics of Confrontation and Resolution," Michael Connolly, Daniel Kruger, and Martin Laurent, 4, p. 663.
"OSHA's Hazard Communication Standard: The Early Returns," Willis J. Goldsmith, 2, p. 313.
"A Return to the Duty to Maintain a Safe Work Place," Gavin S. Appleby, 3, p. 258.
"Workers' Compensation, AIDS, and Recent Cases," Robert H. Sand, 1, p. 146.

TERMINATION
"Federal Preemption of Wrongful Discharge Claims of Union Employees. From A Symposium: Wrongful Discharge and the Unionized Employee," Nicholas J. Taldone, 1, p. 33.
"Litigation Strategies in Defending Wrongful Discharge Suits," Richard E. Lieberman, 4, p. 718.
"Preemption of Workers' Compensation Retaliatory Discharge Laws," James N. Adler and Richard A. Levy, 4, p. 630.
"State Wrongful Discharge Law: Are Unionized Employees Covered?" Michael A. Robbins and Naomi Norwood, 1, p. 19.